

**Safe Ministry to Children Canon 2017:
Report of the general synod audit of
the General Synod of the Anglican
Church of Australia**

March 2025

Executive summary

In late 2017, the General Synod of the Anglican Church of Australia (the **General Synod**) adopted the Safe Ministry to Children Canon 2017 (the **Canon**).

The Canon contains national minimum standards for safe ministry to children in the Anglican Church of Australia, including:

- a national code of conduct that sets out behavioural expectations for ministry with children
- standards for the screening and training of clergy, and church workers engaged in ministry to children, and
- standards for safe ministry with persons of concern.

At a national level, the Canon:

- empowers the Standing Committee of General Synod (the **Standing Committee**) to amend the national code of conduct and the standards and guidelines in the Canon
- allows for the Standing Committee to make determinations that various Church bodies have an equivalent code of conduct or standards and guidelines in place to those set out in the Canon, and
- sets out that people appointed or elected to specific roles in the national Church are to be screened and trained in accordance with the standards for screening and training.

The Canon also provides for an audit of compliance by the General Synod with the Canon to occur at least once every three years. This audit is referred to as the 'general synod audit'. The purpose of this report is to set out the findings of the first general synod audit.

The general synod audit is an audit as to whether:

- any code of conduct of a Church body that Standing Committee has determined is equivalent to the prescribed code of conduct gives substantive effect to the prescribed code of conduct
- any standards and guidelines for safe ministry to children applicable to clergy and church workers in a Church body that the Standing Committee has determined are equivalent to the prescribed standards and guidelines give substantive effect to the prescribed standards and guidelines, and
- the standards of screening and standards of training have been observed by the person or body appointing or electing clergy and church workers to a professional standards role or safe ministry role.

The format of this report follows the order of the matters to be considered in the general synod audit as set out above. In respect of whether the standards of screening and standards of training have been observed, we have considered:

- the policies and procedures put in place by the General Synod and Standing Committee that give effect to the standards in the Canon, and
- whether the General Synod has in practice complied with the standards in the Canon in the period from 1 January 2020 to 31 December 2021 (the **audit period**).

For a glossary of terms used throughout this report please see **Annexure A**.

We wish to extend thanks to the officers of the General Synod for their assistance over the course of the general synod audit.

Equivalent code of conduct

In Part 2 of this report, we have assessed whether any code of conduct of a Church body that Standing Committee has determined is equivalent to the prescribed code of conduct gives substantive effect to the standards contained in the prescribed code of conduct.

There has only been one code of conduct determined by Standing Committee to be equivalent to the prescribed code of conduct.

In November 2018, the Standing Committee determined that the code of conduct titled 'Our Commitment: Creating environments for children and young people to thrive (A Code of Conduct for Anglican Schools and Education & Care Services)' (the **ASECS Code**) submitted by the Anglican Schools Commission of the Diocese of Brisbane was equivalent to the prescribed code of conduct.

We have compared the content of the ASECS Code with the content of the prescribed code of conduct. We conclude that the ASECS Code gives substantive effect to the standards and guidelines in the prescribed code of conduct as adapted for the context of Anglican Schools and Education & Care Services.



Any code of conduct determined by the Standing Committee to be equivalent to the prescribed code of conduct gives substantive effect to the prescribed code of conduct.

Equivalent standards and guidelines

The Standing Committee has not determined that any standards and guidelines for safe ministry to children applicable to clergy and church workers in a Church body are equivalent to the prescribed standards and guidelines. Accordingly, we have not been required to undertake this part of the general synod audit.

Standards of screening and training

In Part 4 of this report, we have set out whether the prescribed standards and guidelines have been observed by the person or body appointing or electing clergy and church workers to a professional standards role or safe ministry role.

The Canon requires that prior to a person being appointed to a professional standards role or safe ministry role the following is to occur:

- they are subject to a national register assessment, and
- they are to satisfactorily complete accredited training (or do so within 3 months of appointment).

The Standing Committee has put in place policies and procedures to ensure that people are appropriately screened and trained.

The Standing Committee has set out a procedure for the conduct of national register assessments. We note that the procedure applies to a broader category of persons than are required to be subject to a national register assessment under the Canon.

There are good reasons for extending the screening regime to other persons, including that the national register collects a range of information (not just about child safety issues) which may be relevant to an assessment of their suitability for the role.

Likewise, the Standing Committee has developed a policy on the requirement for accredited training for a more limited number of roles.

Given most potential nominees or appointees will also hold a role within a diocese requiring them to be screened in accordance with the prescribed standards and guidelines, the general approach is to confirm the completion of accredited training with the relevant diocesan safe ministry authority. Where accredited training has not been completed, the General Secretary arranges for this to be done separately and prior to appointment.



The policies and procedures put in place by the General Synod and Standing Committee give effect to the prescribed standards and guidelines.

Also in Part 4, we have assessed whether the persons or bodies appointing or electing clergy and church workers to a professional standards role or safe ministry role have complied with the standards of screening in practice throughout the audit period based on the information provided to us.

The following factors are relevant to the findings made in the material compliance assessment:

- the standards of screening require that steps occur 'prior to' appointment or otherwise if there is a cogent reason, and accordingly non-compliance does not mean that the screening step has not occurred at all
- there were only a small number of people appointed to relevant positions in the audit period, and accordingly, non-compliance in respect of any one individual will have an impact on the compliance level when expressed as a percentage, and
- the findings reflect the thresholds, which, for the most part, require 100 per cent compliance for a finding of compliance to be made.



The General Synod and Standing Committee has been compliant in screening professional standards personnel and safe ministry personnel in the audit period in accordance with the Canon.



The General Synod and Standing Committee has been compliant in training professional standards personnel and safe ministry personnel in the audit period in accordance with the Canon.

Conclusion

Overall, we conclude that the General Synod has adopted policies and procedures that give effect to the standards and guidelines in the Canon. We note that there are processes in place within General Synod Office to ensure that people appointed to, or elected to, the relevant tribunals and commissions are suitable and supported.

We encourage the General Synod to continue its efforts in this important area, including by providing continued guidance to dioceses as they continue to implement child safety reforms.

1 Background

The General Synod

The General Synod of the Anglican Church of Australia (the **General Synod**) is the national parliamentary body of the Church which meets once every three or four years.

The General Synod is made up of representatives from the 23 dioceses and has broad rule-making powers in respect of issues of national importance, including by passing Church laws referred to as 'canons'.

An important limitation on the rule-making powers of General Synod is that where a canon affects the order and good government of a diocese, then the canon does not come into force in a diocese until adopted by that diocese. This reflects the fact that the diocese is the unit of organisation of the Anglican Church of Australia and accordingly has a significant degree of autonomy.

In late 2017, the General Synod adopted the Safe Ministry to Children Canon 2017 (the **Canon**). The Canon has been adopted by the majority of the 23 dioceses ensuring that there is a uniform and consistent approach to child safety in the Anglican Church of Australia.

The Canon is the culmination of significant work that occurred at the level of the General Synod from the late 1990s. In 2004, the General Synod considered a report titled '*Making our church safe: A program for action*' which included 26 recommendations, many of which are now incorporated into the prescribed standards and guidelines in the Canon.

Standing Committee

The General Synod is the body responsible for electing members of the Standing Committee, which meets to conduct the business of General Synod between sessions.

Under the Canon, Standing Committee is empowered to:

- amend the prescribed code of conduct
- by two-thirds majority, amend the prescribed standards and guidelines, including by prescribing further minimum standards for observance, and guidelines to be followed, for safe ministry to children
- determine that there is an equivalent code of conduct in place such that the prescribed code of conduct does not apply to clergy, and church workers undertaking ministry to children, in a Church body
- determine that there are equivalent standards and guidelines in place such that the prescribed standards and guidelines do not apply to clergy, and church workers undertaking ministry to children, in a Church body and
- determine the scope of the diocesan audit and general synod audit.

Safe Church Commission

The Safe Church Commission (formerly the Professional Standards Commission) is a policymaking body that provides advice on policy to the Standing Committee and General Synod on matters relating to child safety, and ministry to vulnerable people more broadly.

The tribunals

The Constitution of the Anglican Church of Australia allows for the existence of several tribunals able to hear complaints relating to child safety matters concerning clergy, whether they are articulated as a breach of discipline, or as an offence under a relevant canon, including:

- diocesan and provincial tribunals
- the Special Tribunal, and
- the Appellate Tribunal.

Disciplinary matters relating to clergy are primarily heard by a diocesan tribunal with the possibility of appeal to the Appellate Tribunal. Disciplinary matters may also originate in, or an appeal may be made from the diocesan tribunal to the appellate jurisdiction of, a provincial tribunal – with subsequent appeal to the Appellate Tribunal. The appointment of people to diocesan tribunals or provincial tribunals are matters for each diocese or province.

The Special Tribunal may hear and determine disciplinary matters relating to current or former members of the House of Bishops (being the 23 diocesan bishops) or assistant bishops to the Primate. An appeal may be made from the Special Tribunal to the Appellate Tribunal. Members of the Special Tribunal are appointed in accordance with a canon of General Synod.

As is clear from the above, the Appellate Tribunal is the highest tribunal in the Anglican Church, one of its functions being to hear appeals from lower tribunals relating to disciplinary matters involving clergy and bishops. Members of the Appellate Tribunal are appointed by General Synod in accordance with the Constitution.

The Episcopal Standards Commission

The Episcopal Standards Commission (the **ESC**) is a body established to hear complaints relating to the fitness of a bishop to hold office or remain in Holy Orders. The remit of the ESC is broader than the Special Tribunal, in that it can consider conduct of all bishops, whether they are current or former diocesan bishops or not. The framework of the ESC is an enquiry into the fitness of the person, as distinct from the disciplinary or offence-based process of the Special Tribunal.

The general synod audit

The Canon sets out that there will be a general synod audit to be conducted at intervals of three years or less (as determined by the Standing Committee of General Synod).

The general synod audit is an assessment as to whether:

- any code of conduct of a Church body that Standing Committee has determined is equivalent to the prescribed code of conduct gives substantive effect to the prescribed code of conduct
- any standards and guidelines for safe ministry to children applicable to clergy and church workers in a Church body that the Standing Committee has determined are equivalent to the prescribed standards and guidelines give substantive effect to the prescribed standards and guidelines, and
- the standards of screening and standards of training have been observed by the person or body appointing or electing clergy and church workers to a General Synod professional standards role or safe ministry role.

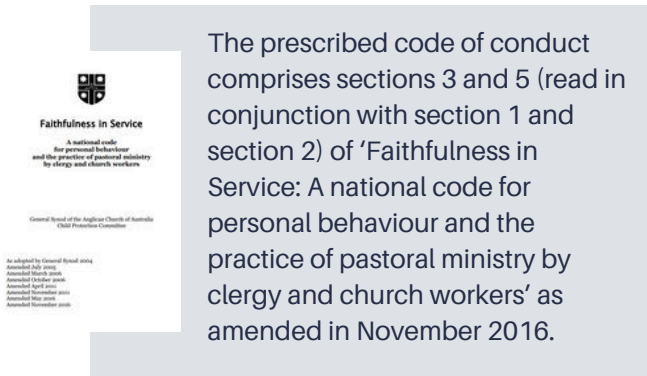
Public reporting of compliance with the standards set out in the Canon is one way in which the General Synod is accountable and transparent about the efforts made by it to improve child safe practices at a national level. The audit of adherence by the General Synod to the Canon:

- ensures that the standards and guidelines set out in the Canon are being implemented
- is a process to give effect to continuous review and improvement of child safe practices
- provides assurance to the public that the General Synod (as part of the Anglican Church of Australia) is committed to safe ministry to children, and
- demonstrates to the wider Anglican Church of Australia the commitment of the General Synod to child safe practices.

The general synod audit is consistent with the encouragement of the Royal Commission into Institutional Responses to Child Sexual Abuse (**Royal Commission**) for religious organisations to publicly report on the implementation of, and compliance with, standards of safe ministry to children.

2 Equivalent code of conduct

Prescribed code of conduct



The prescribed code of conduct comprises sections 3 and 5 (read in conjunction with section 1 and section 2) of 'Faithfulness in Service: A national code for personal behaviour and the practice of pastoral ministry by clergy and church workers' as amended in November 2016.

The prescribed code of conduct reflects the high standards of behaviour expected of clergy and church workers engaged in ministry to children across the Anglican Church of Australia.

Equivalent code of conduct

As set out in Part 1 above, the general synod audit involves an assessment as to whether any code of conduct of a Church body that Standing Committee has determined is equivalent to the prescribed code of conduct gives substantive effect to the prescribed code of conduct as applied to the context of the Church body.

In September 2018, the Anglican Schools Commission of the Diocese of Brisbane (the **Anglican Schools Commission**) made an application for the Standing Committee to determine that the code of conduct titled 'Our Commitment: Creating environments for children and young people to thrive (A Code of Conduct for Anglican Schools and Education and Care Services)' (the **ASECS Code**) was equivalent to the prescribed code of conduct.

The ASECS Code was developed to apply to clergy and church workers engaged by schools and education and care services operated by the Corporation of the Synod of the Diocese of Brisbane.

The application was referred to the Safe Ministry Commission which subsequently:

- met with a representative of the Anglican Schools Commission, and
- made a recommendation to the Standing Committee in respect of the ASECS Code.

In November 2018, the Standing Committee determined that the ASECS Code was equivalent to the prescribed code of conduct.

Legislative framework

The ASECS Code was developed with reference to the prescribed code of conduct, as well as the legislative framework in Queensland set out in:

- the *Working with Children (Risk Management and Screening) Act 2000* (QLD) (**Risk Management and Screening Act**)
- the *Working with Children (Risk Management and Screening) Regulation 2020* (QLD) (**Risk Management and Screening Regulation**), and
- the *Education (Queensland College of Teachers) Act 2005* (QLD).

As a further point, non-government schools registered in Queensland are required to have written processes about the appropriate conduct of the school's staff (see Regulation 16(1)(b) of the *Education (Accreditation of Non-State Schools) Regulation 2017* (QLD)).

The ASECS Code acknowledges that clergy and church workers engaged by Anglican Schools or Education & Care Services may be subject to the *Code of Ethics for Teachers in Queensland* where they are also registered teachers (see the *Education (Queensland College of Teachers) Act 2005* (QLD)).

Given the multiplicity of frameworks that are applicable, the ASECS Code sets out a process of resolving any inconsistencies between the codes.

A relevant question for Church bodies that are subject to mandatory child safe standards, or the type of framework such as the one set out in the Risk Management and Screening Act and Risk Management and Screening Regulation, is whether they can avail themselves of clause 5(2) of the Canon that allows for the prescribed code of conduct not to apply to clergy and church workers in a Church body where they are subject to:

- a legislated code of conduct
- a code of conduct as:
 - a requirement or condition of registration, approval or funding to lawfully provide services for children, or
 - a condition of funding from government under a funding agreement.

The legislative framework in Queensland may not go quite as far as legislating a code of conduct. The framework set out in the Risk Management and Screening Act and Risk Management and Screening Regulation does not expressly mandate that clergy and church workers are subject to a code of conduct (only that the entity must have a code of conduct in place). However, those clergy and church workers who are also registered teachers and subject to the *Code of Ethics for Teachers in Queensland* can avail themselves of clause 5(3) of the Canon.

Given there are some gaps in the relevant legislative framework, the determination by the Standing Committee in respect of the ASECS Code was likely a prudent and necessary step with reference to the requirements of the Canon.

Policy assessment

We have compared the content of the ASECS Code with the content of the prescribed code of conduct. We conclude that the ASECS Code gives substantive effect to the standards and guidelines in the prescribed code of conduct as adapted for the context of Anglican Schools and Education and Care Services.

There are very minor substantive differences between the ASECS Code and the prescribed code of conduct, with the main changes being to change the contextual application of the standards in the prescribed code of conduct to an Anglican Schools or Education and Care Services setting.



Any code of conduct determined by the Standing Committee to be equivalent to the prescribed code of conduct gives substantive effect to the prescribed code of conduct.

3 Equivalent standards and guidelines

The general synod audit is an assessment as to whether any standards and guidelines for safe ministry to children applicable to clergy and church workers in a Church body that the Standing Committee has determined are equivalent to the prescribed standards and guidelines give substantive effect to the prescribed standards and guidelines.

The Standing Committee has not determined that any standards and guidelines for safe ministry to children applicable to clergy and church workers in a Church body are equivalent to the prescribed standards and guidelines. Accordingly, we have not been required to undertake this part of the general synod audit.

4 Standards of screening and training

Standards of screening

The standards of screening in the Canon require that clergy, church workers who engage in ministry to children, and professional standards personnel and safe ministry personnel, undergo various screening steps prior to being appointed (or otherwise) to their role.

For most clergy and church workers, the standards of screening set out that in order for a person to be appointed (or otherwise) in a diocese that has adopted the Canon they are required to:

- obtain a statutory clearance
- if this is not required, then undergo a criminal history assessment, and
- undergo the following assessments:
 - a national register assessment
 - a safe ministry assessment, and
 - where the person was previously authorised for ministry in another Province, diocese or denomination then a church ministry assessment may be required if not reasonably satisfied that this has previously been done.

Definitions

In this report we use the following definitions from the Canon. For a glossary of defined terms see **Annexure A**.

church ministry assessment means a reasonable endeavour made to obtain information about the person from the responsible authority, and if obtained consideration of that information

medical assessment means consideration of a medical report of the person by a registered medical practitioner

national register assessment means a check whether there is any information about the person entered in the National Register, and if so consideration of that information

psychological assessment means consideration of a psychological report that includes an assessment of psychosexual maturity of the person by a registered psychologist

safe ministry assessment means consideration of the person's completed Safe Ministry Check, and if applicable referees' completed Safe Ministry Checks

Some categories of worker are subject to higher screening standards due to the stage of ministry they are entering into, with candidates for ordination as a deacon (sometimes referred to as ordinands) required to undergo a medical assessment and a psychological assessment.

Professional standards personnel and safe ministry personnel, if they have not otherwise been required to be screened by virtue of being a member of clergy or a church worker, are required to undergo a national register assessment.

In the context of General Synod, the screening requirements are limited to persons who are in a General Synod professional standards role or General Synod safe ministry role.

A General Synod professional standards role includes roles related to:

- the Special Tribunal and Appellate Tribunal, and
- the ESC.

A General Synod safe ministry role includes:

- the Safe Ministry Officer
- members of the Safe Ministry Commission, and
- members of the Standing Committee.

The standards of screening for people in these roles are the same as any professional standards role or safe ministry role in a diocesan context, being a national register assessment prior to appointment.

Standards of training

The standards of training require that clergy, church workers who engage in ministry to children, and professional standards personnel and safe ministry personnel, undergo accredited training in the three years prior to being appointed (or otherwise).

Training is 'accredited training' if it includes the course content set out in the Safe Ministry Training National Benchmarks and is delivered by people who are accredited, or via online training that is accredited, by the relevant diocesan safe ministry authority. Alternatively, accredited training could be training provided by another Church body that the diocesan safe ministry authority has determined is equivalent.

Although the Canon does not expressly address the body who would determine whether training is 'accredited training' at the level of the General Synod, we understand that Standing Committee is the body that would determine this issue. It is reasonably open to Standing Committee to determine that someone has done 'accredited training' if they have satisfactorily completed training in a diocese that has adopted the Canon.

In the context of General Synod, the training requirements are limited to persons who are appointed to a General Synod professional standards role or General Synod safe ministry role. These persons are required to have satisfactorily completed accredited training prior to appointment or within 3 months of appointment.

We consider that accredited training prior to appointment is important as it ensures that people are equipped with practical information to inform them of the expected standards of behaviour, also the kinds of behaviours to be alert for in other people and in children which may be cause for concern. For those persons who have a policymaking role or professional standards role at the level of the national church, it ensures they are aware of current developments in this area, as well as knowledge of the training that clergy and church workers are receiving.

Policy assessment

The general synod audit is an audit as to whether the standards of screening and training have been observed by the person or body appointing or electing clergy and church workers to a professional standards role or safe ministry role.

In respect of whether the standards of screening and training have been observed, we have considered:

- the policies and procedures put in place by the General Synod and Standing Committee that give effect to the standards in the Canon, and
- whether the General Synod has in practice complied with the standards in the Canon in the period from 1 January 2020 to 31 December 2021 (the audit period).

The policies and procedures of the General Synod that give effect to the standards in the Canon are as follows:

- III. Rules for the Conduct of Elections made by the General Synod (the **Rules for the Conduct of Elections**)
- Standing Committee Procedure - National Register Screening in accordance with Part 6 of the Protocol for Access to and Disclosure for Information in the National Register (the **Standing Committee National Register Procedure**), and
- General Synod Training Policy (the **Training Policy**).

Rules for the Conduct of Elections

In addition to its law-making function, the General Synod can make rules for the conduct of business during General Synod (also known as Standing Orders). The Rules for the Conduct of Elections set out the process for electing persons to positions on bodies of General Synod.

General Synod has addressed the difficulty of conducting screening for candidates for election as follows:

- the names of nominees for certain elected positions are collected and publicly displayed in a list in a prominent location during the General Synod
- the General Secretary conducts a national register assessment of each nominee and publicly records whether there is relevant information on the national register against the name of the nominee on the public list, and

- where the nominee is standing for election in circumstances where for reason of the small number of nominees their election would not ordinarily require a vote (for example, there are more vacancies on the relevant body than there are nominees) – then if they have information recorded against their name their election is not complete until confirmed by majority vote of a secret ballot.

We note the requirement for screening against the National Register was introduced in 2014, and accordingly preceded the Canon by around 3 years.

The above process would be the applicable screening process for a significant proportion of people who perform a General Synod professional standards role (such as on a tribunal or the ESC) or a General Synod safe ministry role (such as on the Standing Committee).

We note that the procedure covers a broader category of persons than are required to be subject to a national register assessment under the Canon.

There are good reasons for extending the screening regime to other persons, including that the national register collects a range of information (not just about child safety issues) which may be relevant to an assessment of their suitability for the role.

Standing Committee National Register Procedure

The Standing Committee National Register Procedure is made with reference to:

- the powers of Standing Committee to appoint persons to certain roles or bodies, and
- the relevant protocol which sets out restrictions on the use and access of information on the national register.

The Standing Committee National Register Procedure authorises that the General Secretary is to access the national register and to disclose to Standing Committee what the relevant information is on the national register **prior to** Standing Committee confirming appointments to:

- General Synod working groups
- various boards, councils and committees of General Synod bodies
- casual vacancies in respect of positions that would ordinarily be filled by election of General Synod (and accordingly the person would otherwise have been screened in accordance with the Rules for the Conduct of Elections), and
- other positions as determined by Standing Committee from time to time.

A similar process is followed prior to the Standing Committee recommending the Primate appoint persons to General Synod commissions and task forces.

The Training Policy

The Training Policy sets out in clear terms that the Standing Committee requires that the persons appointed or elected to General Synod professional standards roles or General Synod safe ministry roles are required to have satisfactorily completed accredited training in the 3 years prior to appointment or that their appointment (or otherwise) is conditional on them having completed the training.

Given most potential nominees or appointees will also hold a role within a diocese requiring them to be screened in accordance with the prescribed standards and guidelines, the approach to confirm the completion of accredited training with the relevant diocesan safe ministry authority is sensible. Where accredited training has not been completed, the General Secretary arranges for this to be done separately and prior to appointment.

We make some further comments about the policy approach taken in the material compliance assessment below.

We conclude that the Standing Committee has put in place policies and procedures to ensure that people are appropriately screened and trained. The policies and procedures of the General Synod:

- address all of the categories of worker covered by the standards of screening
- assign responsibility to identified persons to ensure that the standards of screening are complied with, and
- include information about recordkeeping practices.



The policies and procedures put in place by the Standing Committee give effect to the prescribed standards and guidelines.

Material compliance assessment

As set out above, we have concluded that the General Synod has in place policies and procedures that give effect to the standards of screening and training in the Canon.

In respect of whether the standards of screening and standards of training have been observed, we have considered whether the General Synod has in practice complied with the standards in the Canon in the audit period.

The audit team has requested that the office of General Synod provide us information in relation to **all** people appointed to a General Synod professional standards role or safe ministry role in the audit period. Relevantly, there was no General Synod held in the audit period as a result of the public health response to the COVID-19 pandemic. Accordingly, there were only a limited number of appointments over the period.

It is important to note that the assessment of whether or not General Synod has complied with the standards of screening is not an assessment of whether or not they have complied with legislative obligations.

Likewise, the following factors are relevant to the findings made in the material compliance assessment:

- the findings relate to compliance with the standards of screening and training in the audit period only, which included a period of time where the General Synod was impacted by the COVID-19 public health crisis
- the standards of screening and training require that steps occur 'prior to' appointment and accordingly non-compliance does not mean that the screening step or training has not occurred at all
- some of the findings relate to categories of worker where there were only a small number of people that fell into that category, and in those circumstances non-compliance in respect of one or two people may have had a disproportionate impact on the total compliance result for that category, and
- the findings reflect the thresholds, which, for the most part, require 100 per cent compliance in order for a finding of compliance to be made.

All professional standards personnel and safe ministry personnel undertook the required screening step (a national register assessment) **prior to** being appointed in the audit period.



The General Synod and Standing Committee has been compliant in screening professional standards personnel and safe ministry personnel in the audit period in accordance with the Canon.



The General Synod and Standing Committee has been compliant in training professional standards personnel and safe ministry personnel in the audit period in accordance with the Canon.

Again, the policy position set out in the Training Policy is that appointments are conditional on satisfactory completion of accredited training. Notwithstanding this, we note that all training was completed prior to appointment or within 3 months of appointment.

We note that some people were subject to a national register assessment in the week following their being conditionally appointed to a role. As the condition of their appointment was that they be subject to a national register assessment we have adopted the position that their appointment did not commence until after satisfactory completion of the national register assessment.

All professional standards personnel and safe ministry personnel undertook the required screening step (a national register assessment) **prior to** being appointed in the audit period.



Contact

Please do not hesitate to contact a member of the audit team to discuss any aspect of this report.

Jon Cheung
Partner
+61 2 9466 5222
jcheung@prolegis.com.au

Sam Burnett
Partner
+61 2 9466 5222
sburnett@prolegis.com.au

About Prolegis Lawyers

Prolegis is a specialist law firm that exclusively advises clients around Australia and overseas in relation to the charity, not-for-profit and philanthropic sectors.

Prolegis has experience undertaking compliance audits of large charities and not-for-profit organisations, including denominations and other large faith-based organisations.